

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT**

**RAJYA SABHA**

**UNSTARRED QUESTION NO. 1866  
TO BE ANSWERED ON 17.03.2022**

**EQUAL PAY FOR EQUAL WORK**

**1866. SHRI SUSHIL KUMAR GUPTA:**

**Will the Minister of Labour and Employment be pleased to state:**

- (a) whether Government is aware that one of the articles of the Constitution emphasises equal pay for equal work, both for men and women;**
- (b) whether Government has made any efforts to bridge the gender gap and huge disparities between the organised and unorganized sectors, rural and urban, regular and casual; and**
- (c) if so, the measures taken during the last five years to implement this in true spirit of the Constitution?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SHRI RAMESWAR TELI)**

**(a) to (c): Article 39 of the Constitution envisages that the State shall direct its policy among other things, towards securing that there is equal pay for equal work for both men and women. To this effect, the Government enacted "Equal Remuneration Act, 1976", which inter-alia provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination, by the employer. The Act is implemented at two levels viz. Central level and State level. At the Central sphere, the enforcement of the act is entrusted to the Chief Labour Commissioner (Central) which carries out regular inspections of establishments falling in the Central sphere.**

**Contd..2/-**

**The Equal Remuneration Act, 1976 has been subsumed in the Code on Wages, 2019 which also provides that there shall be no discrimination in an establishment or any unit thereof among employees on the ground of gender in matters relating to wages by the same employer, in respect of the same work or work of similar nature done by any employee.**

**The Government has taken a number of steps to provide social security to the unorganised sector by formulating suitable welfare schemes on matters relating to life and disability cover, health and maternity benefits, old age protection etc., like:**

- 1) Life and disability cover is provided through Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and Pradhan Mantri Suraksha Bima Yojana (PMSBY).**
- 2) The health and maternity benefits are addressed through Aysuhman Bharat- Pradhan Mantri Jan Arogya Yojana ( AB-PMJAY) under deprivation and occupational criteria.**
- 3) In order to provide old age protection to the unorganised sector workers the Government launched Pradhan Mantri Shram Yogi Maan-Dhan Yojana in 2019.**
- 4) Further, e SHRAM portal has been launched on 26.08.2021 with an objective to create National Database of Unorganised Workers (NDUW) to facilitate delivery of Social Security Schemes/ Welfare Schemes of the Central /State Governments to the workers of informal/unorganised sector.**

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